



Gender Equity in Pay Task Force

Task Force Overview

In 2013, then-Mayor Mike McGinn convened a Gender Equity in Pay Task Force to address inequities in salaries and wages based on gender in Seattle City government. The Task Force is led by Patricia Hayden, YWCA Director of Specialized and Integrated Services and Patricia Lally, Director of the Office for Civil Rights. The Gender Equity in Pay Task Force is made up of community experts with expertise to help the City of Seattle come up with creative solutions to this complex problem.

The Task Force will:

- Provide a more in-depth analysis of the City's data to gain a better understanding of specific opportunities and challenges, including a focus on positions with discretionary pay and those departments with the largest differentials between the number of male and female employees and greatest pay differentials.
- Analyze the data by gender and race so that strategies address those areas where women of color are furthest behind.
- Develop recruitment and retention strategies to increase the number of female employees.
- Develop strategies to increase City contracting and purchasing with women businesses.
- Develop policy proposals that remove implicit bias and/or institutionalized sexism, other forms of gender-based exclusionary practices and institutionalized racism that inadvertently create gender-based inequities, both in employment and contracting.
- Develop programmatic proposals that provide tools and resources for individual women that help to close the gender equity in pay gaps.

Gender Equity in Pay Task Force

The goal of the Gender Equity in Pay Task Force is to address inequities in salaries and wages based on gender in Seattle City government. The Task Force is led by Patricia Hayden, YWCA Director of Specialized and Integrated Services and Patricia Lally, Director of the Office for Civil Rights.

A recent report from the National Partnership for Women and Families (NWPF) ranked Seattle as having the widest gender wage gap among the nation's 50 largest metropolitan areas. In response to the NWPF report, the Mayor directed the City Personnel Department to conduct a review of the City's salary structure to determine if these disparities were present among City of Seattle workers as well. "Not surprisingly, our review found that the City of Seattle does indeed have gender disparities in pay," said the Mayor. "Men employed by the City of Seattle make approximate 9.5% more than women on average, and today we are announcing a Gender Justice Initiative designed to change that."



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Task Force Meeting Schedule

- Friday, September 13, 9 AM-noon
- Tuesday, October 15, 2-5 PM
- Tuesday, November 19, 2-5 PM
- Wednesday, December 11, 2-5 PM

All meetings will be held at the East Cherry YWCA, 2820 East Cherry.

Gender Equity in Pay Task Force members

- Co-chair Patricia Lally, [Seattle Office for Civil Rights](#), Director
- Co-chair Patricia Hayden, [YWCA](#), Director of Specialized and Integrated Services
- Sutapa Basu, [University of Washington Women's Center](#), Executive Director and Affiliate Professor, Women's Studies
- Lulu Carpenter, [Lesbian, Gay, Bisexual and Transgendered Commissioner](#)
- Louise Chernin, [Greater Seattle Business Association](#), President and CEO
- Janet Chung, [Legal Voice](#), Legal and Legislative Counsel
- Jean Godden, Seattle City Councilmember
- Mitchell Hunter, transgender activist
- Lynn Lindsay, Senior Vice President, Investments, Morgan Stanley
- Bridgette Maryman, [Seattle Women's Commissioner](#)
- Mary Ellen O'Keeffe, [North Seattle Community College](#), Interim President
- Guadalupe Perez, [Professional and Technical Employees Local 17](#), Coalition of Unions
- Barbara Reskin, [University of Washington, Emeritus Professor of Sociology](#)
- Bernardo Ruiz, School Family Partnerships Manager, [Office of School & Family Partnerships](#)
- Kia Sanger, Project Manager, [Washington State Labor Education and Research Center](#)
- Julia Sterkovsky, [Seattle Human Services Coalition](#), Director
- Liz Vivian, [Women's Funding Alliance](#) Executive Director
- Marilyn Watkins, [Economic Opportunity Institute](#), Policy Director

Report: Review of Gender Pay Disparities at the City of Seattle

On May 1, 2013 Mayor McGinn requested that the City's Personnel Department review the salaries earned by City of Seattle employees to determine if there are any gender-based salary disparities. The goal of the study was to answer a fundamental question regarding the occurrence and magnitude of gender pay inequity within the community of employees at the City. The study includes 871 job classes representing all City positions in the Executive, Legislative and Judicial Branches except the Library and positions identified as temporary. Seattle employs 9,885 regular employees with a gender breakdown of 3,600 women (36.4%) and 6,285 men (63.6%).



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How have you been affected by the gender pay gap

Please take a minute to fill out a short Gender Pay Gap Survey created by Councilmember (and Task Force member) Jean Godden. Tell us how you have been affected by the gender pay gap. Your submission will be forwarded to the rest of the Task Force for their consideration.

Last updated: 02/24/2016